

2013 CITY OF SAN JOSE – AMSP/CAMP NEGOTIATIONS
TENTATIVE AGREEMENT

0.94
4.19.13

UNION PROPOSAL #15 – PERSONAL PROTECTIVE EQUIPMENT

City Counterproposal:

ARTICLE (X) PERSONAL PROTECTIVE EQUIPMENT

- (X).1 The City agrees to reimburse eligible employees for the purchase of protective footwear for up to \$150 for full-time employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the full-time employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection-Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. An individual may select an approved style that is more expensive than the City maximum by paying the difference.
- (X).2 The requirements for safe working conditions are established and maintained under the California Occupational Safety and Health Act of 1973. Enforcement and rule-making authority is lodged with the Department of Industrial Safety. The Department of Industrial Safety has jurisdiction for inspection and enforcement of standards; therefore, any disputes arising relating to employee safety will be exempted from the grievance procedure.

** This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

Alex Gurza Date
Deputy City Manager

FOR THE UNIONS:

Dale Dapp Date
President
AMSP, IFPTE, Local 21

Date

CAMP, IFPTE, Local 21

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Mike Seville
Business Agent
IFPTE, Local 21

Date